

2010 AEA (UNITS 41/42 AND 43) NEGOTIATIONS
CITY'S INITIAL LIST OF NEGOTIATION INTERESTS & ISSUES

In November 2009, the City Council approved a goal of a 5% ongoing total compensation reduction. In approving the Mayor's Budget Message on March 23, 2010, the City Council established an additional goal for an additional 5% in personnel cost savings, including ongoing or one-time savings, to achieve a total reduction of 10%.

TOTAL COMPENSATION REDUCTION

- 5% ongoing total compensation reduction
- Additional 5% reduction (TBD)

PAY

1. Reductions in pay
2. Premium Pay Elimination (Unit 41/42)
3. Working in a Higher Classification Pay Reduction/Suspension

HEALTH INSURANCE

4. Modifications to cost sharing formula
5. Modifications to HMO Plan Design
6. Elimination of dual coverage
7. Modifications to Health-in-Lieu

LEAVES OF ABSENCE

8. Clarification of language in regards to being absent without notification

VACATION

9. Clarification/clean up of language

SICK LEAVE

10. Sick leave payout changes
11. Changes to absent without leave language

RETIREE PENSION BENEFITS

12. Changes to retiree pension benefits, including, but not limited to:
 - Calculation of Final Average Salary
 - Cost of Living Adjustment (COLA)
 - Supplemental Retiree Benefit Reserve (SRBR)

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- Payment of unfunded pension liability
- Retirement service credit calculation
- Modification to pension formula

Some of the subjects above are applicable to new hires only

RETIREE HEALTHCARE BENEFITS

13. Retiree healthcare benefits, including benefits for new hires

DISABILITY LEAVE SUPPLEMENT

14. Changes to Disability Leave Supplement
15. Changes to ineligibility if offer and decline of modified duty

HOUSEKEEPING

16. Remove any reference to steps
17. Other Housekeeping Issues